

## Performance Audit Group (PAG) Position Statement on Assault, Bullying and Harassment

1 December 2020

As a part of the collective of organisations that provide services to ensure the effective maintenance and operation of the Scottish Trunk Road Network, Turner & Townsend and Waterman IE recognises that members of the PAG Team often work in an environment that can put them in direct contact with members of the public.

It is unfortunate that in such an environment the potential exists for unsolicited incidents of harassment or violence perpetrated by members of the public towards members of the PAG team.

Turner & Townsend operates a Dignity at Work policy and Waterman IE has a CoP with clear positions that bullying and harassment in the workplace is not acceptable in any shape or form. This ties in with the principles and policy of equality, dignity and respect.

Bullying or Harassment may take the form of; verbal insults or ridicule, aggressive language, racist or sexist language or 'jokes', physical attacks or threats. This list is not exhaustive.

Turner & Townsend and Waterman IE are clear that such behaviour by members of the public towards members of the PAG team are wholly unacceptable.

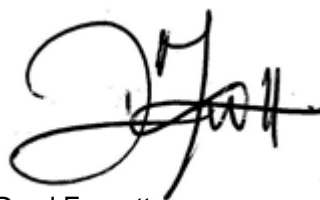
PAG's procedure if such behaviour is encountered is for the PAG team member to:

- avoid reacting in a manner that escalates aggression,
- remove themselves from the incident,
- report it as a Near Miss to the PAG Manager.

Depending on the nature of the incident, if it is felt a criminal offence has taken place, then the incident will be reported to the Police.



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